### Commonwealth of Virginia

## EARLY CHILDHOOD AND CHILD CARE PROFESSIONAL DEVELOPMENT CAREER LATTICE

This document is a product of Virginia's Early Childhood Development Alignment Project

An Initiative of





Virginia Department of Social Services
Division of Child Care and Early Childhood Development
careerlattice@dss.virginia.gov
www.dss.virginia.gov/family/cc/professionals\_resources.cgi
06-21-11

#### **Commonwealth of Virginia**

#### Early Childhood and Child Care Professional Development Career Lattice

The Career Lattice details steps of career development based on training, education, and experience in the field. The Lattice provides guidance for any individual developing a plan for professional advancement in early child-hood education and child care based on Virginia Department of Social Services (VDSS) Licensing Standards.

	ENTRY	LEVEL	STEP I	STEP II	STEP III
	AIDE ENTRY LEVEL	FAMILY DAY HOME PROVIDER (FDH) ENTRY LEVEL	PROGRAM LEADER/TEACHER (PL) ENTRY LEVEL	VDSS EARLY CHILDHOOD ENDORSEMENT	120-CLOCK-HOUR CHILD DEVT. CREDENTIAL [PROGRAM DIRECTOR (PD) ENTRY LEVEL]
EDUCATION TRAINING LICENSING REQUIREMENTS	LICENSING REQUIREMENTS:  Minimum 16 yrs of age  Current TB Screening  Satisfactory Sworn Statement  Clear Criminal History Record Report  Clear Child Protective Services Central Registry Check  Ability to communicate with emergency personnel	LICENSING REQUIREMENTS: Current TB Screening Satisfactory Sworn Statement Clear Criminal History Record Report Clear Child Protective Services Central Registry Check Demonstrated proficiency in English Provider – Minimum 18 yrs of age If employed after 6/30/10, high school program completion or equivalent First Aid and Cardiopulmonary Resuscitation (CPR) Assistant – Minimum 16 yrs. of age If assistant 18 yrs. or older and left alone with children – First Aid and Cardiopulmonary Resuscitation (CPR)	Central Registry Check  Ability to communicate with emergency personnel  B. LICENSING TRAINING REQUIREMENTS:	LICENSING REQUIREMENTS: FDH – Meets FDH Entry Level PL – Meets Step I A & B  TRAINING: Virginia Department of Social Services (VDSS) Early Childhood Endorsement – Infant and Toddler Or Preschool - 48 clock hours of training (12 4-hour classes) for each endorsement  OR:  EDUCATION: CHD 166 – Infant and Toddler Programs (College course consisting of at least 3 credits)  CHD 120 - Introduction to Early Childhood Education (College course consisting of at least 3 credits)	LICENSING REQUIREMENTS: FDH – Meets FDH Entry Level PL - Meets Step I A Program Director (PD) – Meets Step I A and minimum 21 years of age PD without mgmt. experience¹ must have 10 clock hrs. of mgmt. training OR one child care mgmt. course OR one college course in business-related field  TRAINING: Minimum 120 clock hours of child-related training as specified by credentialing organization² and VA Standards for Licensed Child Day Centers (CDCs)  OR: EDUCATION: College courses equivalent to or exceeding 120 clock hours of training requirement as determined by credentialing organization² and VA Standards for Licensed CDCs  OTHER REQUIREMENTS: As determined by credentialing organization² and VA Standards for Licensed CDCs
EXPERIENCE	None required at this level	Provider - If employed after 6/30/10, 3 months of programmatic experience	PL – 6 months supervised programmatic experience	PL – 6 months supervised programmatic experience	PL – 3 months PD – 2 years w/1 year in staff supervisory capacity  PD – 2 years w/1 year in staff supervisory capacity
CREDENTIAL	• None	• None	• None	VDSS Infant & Toddler Endorsement     VDSS Preschool Endorsement	120-Clock-Hour Child Development Credential [e.g., Child Development Associate (CDA)]

<sup>1</sup> Mgmt. experience is defined as at least six months of on-the-job training in an administrative position that requires supervising, orienting, training, and scheduling staff.

<sup>&</sup>lt;sup>2</sup> International or national credentialing organization that meets requirements as stated in 22 VAC 15-30-230 A 4 b of Virginia Standards for Licensed Child Day Centers.

<sup>&</sup>lt;sup>3</sup> Child-related field such as, but not limited to, child care administration, early childhood administration, child development, early childhood development, early childhood education (ECE), human development, early childhood special education, child care, and elementary education (Early Childhood, PK-3, NK-3).

#### **Commonwealth of Virginia**

#### Early Childhood and Child Care Professional Development Career Lattice

The lattice indicates the *minimum licensing requirements* for professionals employed by organizations regulated by VDSS. For those individuals who wish to pursue a position that is regulated by another federal or state authority, a higher level of qualification may be required. For example, Head Start requires 50% of teachers to have an Associate degree (Step VI) or higher, 100% to have a minimum of a 120-clock-hour credential (Step III). Also, some employers may require a higher level of qualification, e.g., 98% of teachers employed by the Virginia Preschool Initiative program hold a Bachelor degree (Step VII) or higher.

STEP IV	STEP V	STEP VI	STEP VII	STEP VIII	STEP IX	
12-CREDIT COMMUNITY COLLEGE CERTIFICATE	ONE-YEAR COMMUNITY COLLEGE CERTIFICATE	Associate Degree	Bachelor Degree	MASTER DEGREE	Doctorate Degree	
LICENSING REQUIREMENTS:  FDH – Meets FDH Entry Level PL – Meets Step I A PD – Meets Steps I A & III  EDUCATION:  Community College Certificate in approved course of study in child-related field³ w/minimum of 12 total credits	LICENSING REQUIREMENTS: FDH – Meets FDH Entry Level PL - Meets Step I A PD - Meets Steps I A & III  EDUCATION: One-year community college certificate in approved course of study in child-related field³ w/minimum of 30 total credits	LICENSING REQUIREMENTS: FDH – Meets FDH Entry Level PL - Meets Step I A PD – Meets Steps I A & III  EDUCATION: Approved course of study in child-related field <sup>3</sup>	LICENSING REQUIREMENTS: FDH-Meets FDH Entry Level PL-Meets Step I A PD-Meets Steps I A & III  EDUCATION: Approved course of study in child-related field³ or with child- related Licensure or Endorsement	LICENSING REQUIREMENTS: FDH-Meets FDH Entry Level PL-Meets Steps I A PD-Meets Steps I A & III  EDUCATION: Approved course of study in child- related field <sup>3</sup>	LICENSING REQUIREMENTS: FDH-Meets FDH Entry Level PL-Meets Step I A III  EDUCATION: Approved course of study in child-related field <sup>3</sup>	LICENSING REQUIREMENTS TRAINING EDUCATION
PL – 3 months PD – 2 years w/1 year in staff supervisory capacity	PL - 3 months PD - 2 years w/1 year in staff supervisory capacity  PD - 3 months PD - 3 months PD - 3 months PD - 3 months PL - 3 months PD - 2 years w/1 year in staff	• PL – 3 months • PD – 1 year	• PD – 1 year	• PD – 6 months	• PD – 6 months	EXPERIENCE
Community College Certificate in child-related field <sup>3</sup> w/minimum 12 total credits	One-year Community College Certificate in child-related field <sup>3</sup> w/minimum 30 total credits	Associate in Applied Science     Associate of Science     Associate of Arts	Bachelor of Science     Bachelor of Arts	Master of Science     Master of Arts     Master of     Education     Master of     Teaching	Doctor of Philosophy (Ph.D.)     Doctor of Education (Ed.D.)	CREDENTIAL

**KEY:** FDH – Family Day Home Provider PL – Program Leader/Teacher PD – Program Director

Copyright © 2007 Virginia Department of Social Services. Publication may be reproduced for nonprofit education activities. Written permission is required to alter the material or for systematic or large-scale reproduction or inclusion of items in publications for sale or for-profit events. Contact: Division of Child Care and Early Childhood Development, Virginia Department of Social Services, 801 E. Main St., Richmond VA 23219-2901 or <a href="mailto:careerlattice@dss.virginia.gov">careerlattice@dss.virginia.gov</a>. Sponsored by VDSS Child Care and Development Fund.

# **Professional Development Resources**

Adult Learning Resource Center, VCU         Invavorable congrowders/provides/pr		TRAINING	
for Speakers of Other Languages/GED  VA Adult Learning Resource Center, VCU  States  VA Dept. of Labor and Industry  Learning*  VA Dept. of Labor and Industry  Learning*  VA Dept. of Social Services  Intiming Calendar  VA Dept. of Social Services  VA Dept. of Social Services  VA Dept. of Health  VA Dept. of Health  VA Dept. of Health  American Red Cross  American Red Cross  American Heart Association  National Safety Council  Health and Safety Institute  VA Dept. of Social Services  American Heart Association  National Safety Council  Health and Safety Institute  Council for Professional Recognition  Child Development Education Alliance  LSC, ELS3  National Institute of Child Care Management  Child Development Education Alliance  Association of Christian School Ener Information Center  Induction Degrees  Virginia Community College System  National Consumer Sciences Classes (ECE)  VA Dept. of Social Services  Child Care Exchange  National Consumer Sciences Classes (ECE)  VA Dept. of Social Services  Federal  Clare Provider Scholarship Program  VA Dept. of Social Services  Federal  State Council of Higher Education for Virginia  State  State  Child Care Exchange  And Dept. of Social Services  Federal  Child Care Exchange  Federal  State  State  Council of Higher Education for Virginia	ADULT EDUCATION		
Internation Degrees  International Child Gare Information Center  International International Child Gare Information Child Chi	English for Speakers of Other Languages/GED		www.valrc.org/providers/provider_directory.php
DEVELOPMENT  VA Dept. of Labor and Industry ceaning*  Antonal Child Care Information Center aining Calendar  VA Dept. of Social Services  American Read Cross  American Read Cross  American Read Cross  American Heart Association  National Safety Council  Health and Safety Institute Health and Safety Institute  VA Dept. of Social Services  Council for Professional Recognition  National Child Care Association  International Academy of Private Education  International Academy of Private Education  VA Dept. of Social Services  FINANCIAL AID  Care Provider Scholarship Program  VA Dept. of Social Services  Child Care Exchange  Federal  Child Care Exchange  Filedral  State Council of Higher Education for Virginia  State  Council of Higher Education for Virginia	GED Classes	VA Adult Learning Resource Center, VCU	www.vaged.vcu.edu/index.shtml
ceship Program    VA Dept. of Labor and Industry	CHILD DEVELOPMENT		
infining Calendar  Wa Dept. of Social Services raining Calendar  WA Dept. of Social Services Annerican Red Cross  RecpR  American Heart Association National Safety Council Health and Safety Institute Antional Safety Council Health and Safety Institute Health and Safety Institute National Safety Council Health and Safety Institute National Program for Playground Safety Indivod Endorsement Program WA Dept. of Social Services  Council for Professional Recognition Child Development Education Alliance LSZ, ELS3  Council for Professional Recognition Child Care Association Association of Christian Schools International International Academy of Private Education Association of Christian Schools International International Academy of Private Education for VA Begreed ECE  Child Care Exchange Federal Child Care Exchange Federal State Council of Higher Education for Virginia State State State Council of Higher Education for Virginia State State State State Council of Higher Education for Virginia	Apprenticeship Program		www.doli.virginia.gov
VA Dept. of Social Services	Distance Learning*	National Child Care Information Center	nccic.acf.hhs.gov/poptopics/statedistlearning.html
raining  I AAND SAFETY  I SEENGER  RAND SAFETY  I WA Dept. of Health RECORD  RECORD  I Health and Safety Institute I Health and Safety Council I Health and Safety Institute I WA Dept. of Social Services I Mational Program for Playground Safety I SZ, ELS3  Council for Professional Recognition I McCEPT  National Child Care Association Association of Child Care Management Council for Professional Recognition International Academy of Private Education State Council of Higher Education for VA Child Care Exchange Federal Child Care Exchange Federal State Council of Higher Education for Virginia State Council of Higher Education for Virginia	TIPS Training Calendar	VA Dept. of Social Services	www.dss.virginia.gov/family/cc_providertrain/tips.cgi
use and Neglect Issenger Safety  & CPR  & CPR  American Red Cross  American Red Cross  American Red Cross  American Heart Association  National Safety Council  Health and Safety Institute  National Program for Playground Safety  UA Dept. of Social Services  Council for Professional Recognition  Council for Professional Recognition  Council for Professional Recognition  Child Development Education Alliance  LSZ, ELS3  National Institute of Child Care Management  National Child Care Association  National Child Care Informational  International Academy of Private Education  State Council of Higher Education for VA  Pegreed ECE  Care Provider Scholarship Program  VA Dept. of Social Services  FINANCIAL AID  Federal  State Council of Higher Education for VA  Care Provider Scholarship Program  VA Dept. of Social Services  Federal  State Council of Higher Education for Virginia  State Council of Higher Education for Virginia  State Council of Higher Education for Virginia	VDSS Training	VA Dept. of Social Services	www.dss.virginia.gov/family/cc/professionals_resources.cgi
use and Neglect Stepy St	HEALTH AND SAFETY		
American Red Cross   Health and Safety Institute   Health and Safety Institute   Health and Safety Institute   Andronal Program for Playground Safety	Child Abuse and Neglect	VISSTA, VCU	www.vcu.edu/vissta/non_vdss_employees/mandated_reporter_courses.htm
8 CPR American Red Cross American Heart Association National Safety Council Health and Safety Institute Independent Program for Playground Safety National Program for Playground Safety  VA Dept. of Social Services Council for Professional Recognition Child Development Education Alliance LS2, ELS3 Council for Professional Recognition Child Development Education Alliance International Institute of Child Care Management Association of Christian Schools International International Academy of Private Education International Academy of Private Education Indional Child Care Information for VA Begreed ECE Child Care Exchange Federal State Council of Higher Education for VA Federal State State State Child Care Education for Virginia State Stat	Child Passenger Safety	VA Dept. of Health	email Tobey Allen at tobey.allen@vdh.virginia.gov
American Heart Association National Safety Council Health and Safety Institute WDSS ENDORSEM Idhood Endorsement Program  VA Dept. of Social Services  Council for Professional Recognition Child Development Education Alliance LS2, ELS3  Council for Professional Recognition Child Development Education Alliance Association of Christian Schools International National Institute of Child Care Management National Institute of Child Care Management National Child Care Association Association of Christian Schools International International Academy of Private Education International Academy of Private Education International Child Care Information Center Ind Consumer Sciences Classes (ECE) VA Dept. of Education High School ECE I & II State Council of Higher Education for VA Federal State Child Care Exchange FilhaNCIAL AID State State State Child Care Exchange FilhaNCIAL AID State State State Council of Higher Education for Virginia	First Aid & CPR	American Red Cross	www.redcross.org
International Safety Council Health and Safety Institute Health and Safety Institute  VADept of Social Services  CREDENTIAL ORGANIZ  COUNCIL FOR Professional Recognition Child Development Education Alliance IACCEPT INSTITUTE COUNCIL CARROLL ORGANIZ  COUNCIL FOR PROFESSIONAL RECOGNITION COUNCIL FOR PROFESSIONAL RECOGNITION COUNCIL FOR PROFESSIONAL RECOGNITION COUNCIL CARROLL OR CANADAM AND		American Heart Association	www.heart.org
International Program for Playground Safety  VA Dept. of Social Services  CREDENTIAL ORGANIZ  CREDENTIAL ORGANIZ  CREDENTIAL ORGANIZ  CREDENTIAL ORGANIZ  CREDENTIAL ORGANIZ  Council for Professional Recognition Child Development Education Alliance LS2, ELS3  Council for Professional Recognition Child Care Association Association of Christian Schools International International Confristian Schools International International Confristian Schools International International Child Care Management Association of Christian Schools International International Confers International International Child Care Information Center Ind Consumer Sciences Classes (ECE) VA Dept. of Education High School ECE I & II State Council of Higher Education for VA Child Care Exchange  FINANCIAL AID State Charal State Child Care Exchange  FINANCIAL AID State State State State Council of Higher Education for Virginia State		National Safety Council	WWW.nsc.org
Independent Program  VA Dept. of Social Services  CREDENTIAL ORGANIZ  CREDENTIAL ORGANIZ  CREDENTIAL ORGANIZ  CREDENTIAL ORGANIZ  Council for Professional Recognition Child Development Education Alliance LS2, ELS3  Council for Professional Recognition Child Development Education Child Development Education National Institute of Child Care Management National Child Care Association Association of Christian Schools International International Academy of Private Education Association Of Christian School ECE 1 & 11 Care Provider Sciences Classes (ECE) VA Dept. of Education High School ECE 1 & 11 State Council of Higher Education for VA Child Care Exchange Child Care Exchange Federal State Child Care Exchange Federal State Chucil of Higher Education for Virginia State Sta		Health and Safety Institute	www.hsi.com
NA Dept. of Social Services  CREDENTIAL ORGANIZ  CREDENTIAL ORGANIZ  CREDENTIAL ORGANIZ  CREDENTIAL ORGANIZ  COUNCII for Professional Recognition Child Development Education Alliance LS2, ELS3  Council for Professional Recognition Child Development Education Alliance ACCEPT  National Institute of Child Care Management National Child Care Association Association of Christian Schools International International Academy of Private Education International Academy of Private Education International Academy of Private Education International Child Care Information Center Ind Consumer Sciences Classes (ECE) VA Dept. of Education High School ECE I & II State Council of Higher Education for VA  Care Provider Scholarship Program  VA Dept. of Social Services  Federal State State Council of Higher Education for Virginia	Playground Safety	National Program for Playground Safety	www.playgroundsafety.org
CREDENTIAL ORGANIZ  CREDENTIAL ORGANIZ  CREDENTIAL ORGANIZ  Council for Professional Recognition Child Development Education Alliance LS2, ELS3 Council for Professional Recognition Child Development Education Alliance LS2, ELS3 Council for Professional Recognition Child Development Education National Institute of Child Care Management National Child Care Association Association of Christian Schools International International Academy of Private Education International Academy of Private Education International Child Care Information Center Ind Consumer Sciences Classes (ECE) Istate Council of Higher Education for VA Child Care Exchange  Federal State State Council of Higher Education for Virginia State State Council of Higher Education for Virginia		VDSS ENDORSE	MENT
Council for Professional Recognition Child Development Education Alliance LS2, ELS3 Child Development Education Alliance IACCEPT National Institute of Child Care Management National Child Care Association Association of Christian Schools International International Academy of Private Education for Virginia International Academy of Private Education for Virginia International Academy of Private Education for Virginia	Early Childhood Endorsement Program		www.dss.virginia.gov/family/cc/professionals_resources.cgi
Council for Professional Recognition  Child Development Education Alliance LS2, ELS3  LS2, ELS3  National Institute of Child Care Management National Child Care Association National Child Care Association National Child Care Association International Academy of Private Education International Child Care Information Center National Child Care Information Center International Child Care Information Center National Child Care Information for VA State Council of Higher Education for Virginia State Council of Higher Education for Virginia State Council of Higher Education for Virginia		CREDENTIAL ORGAN	ZATIONS**
Child Development Education Alliance LS2, ELS3 LS2, ELS3 National Institute of Child Care Management National Child Care Association Association of Christian Schools International International Academy of Private Education International Child Care Information Center Ind Consumer Sciences Classes (ECE) International Child Care Information Center Ind Consumer Sciences Classes (ECE) International Child Care Information for VA State Council of Higher Education for Virginia I Care Provider Scholarship Program I Care Provider Scholarship Program I State Council of Higher Education for Virginia State Council of Higher Education for Virginia	CDA	Council for Professional Recognition	cdacouncil.org
LS2, ELS3  IACCEPT  National Institute of Child Care Management  National Child Care Association  Association of Christian Schools International International Academy of Private Education  International Academy of Private Education  International Academy of Private Education  EDUCATION  Nity College Certificates and Degrees Ind Consumer Sciences Classes (ECE) Independent Connocional Of Higher Education for Via Child Care Exchange  Independent Connocional Of Higher Education for Virginia Independent Connocional Of Higher Education for Virginia Independent Connocional Of Higher Education for Virginia	CDE, CCDE, VCDE	Child Development Education Alliance	www.cdealliance.org
National Institute of Child Care Management National Care Association National Child Care Association Association of Christian Schools International International Academy of Private Education International Academy of Private Education International Academy of Private Education  EDUCATION  Virginia Community College System National Child Care Information Center Ind Consumer Sciences Classes (ECE) VA Dept. of Education High School ECE I & II State Council of Higher Education for VA Child Care Exchange I Care Provider Scholarship Program VA Dept. of Social Services  Federal State State State State Council of Higher Education for Virginia	ELS1, ELS2, ELS3	IACCEPT	www.iaccept.org
National Child Care Association Association of Christian Schools International International Academy of Private Education International Academy of Private Education  EDUCATION  Virginia Community College System National Child Care Information Center Ind Consumer Sciences Classes (ECE) Inducation Degrees Icducation High School ECE I & II State Council of Higher Education for VA ICARE Provider Scholarship Program Icducation Services Icducation Degrees Icducation Or VA Icducation Degrees Icducation for VA Icducation Or VA Icducation Degrees Icducation Or VA Icducation Or VA Icducation Or VA Icducation Or VA Icducation Or VIrginia Icducation Or Virginia	NAC	National Institute of Child Care Management	niccm.com
International Association of Christian Schools International International Academy of Private Education  EDUCATION  International Academy of Private Education  EDUCATION  Virginia Community College System  Valid Care Information Center Ind Consumer Sciences Classes (ECE) Ind Consumer Sciences Classes (ECE) Ind Consumer Sciences Classes (ECE) Ind Care Exchange  Independent Scholarship Program Independent Scholar	NAC, CCP	National Child Care Association	www.nccanet.org
International Academy of Private Education  EDUCATION  Inty College Certificates and Degrees  Virginia Community College System  Valional Child Care Information Center  Ind Consumer Sciences Classes (ECE)  Valid Care Exchange  Iclucation Degrees  State Council of Higher Education for VA  Child Care Exchange  Federal  I Care Provider Scholarship Program  Valid Care Exchange  Federal  State Council of Higher Education for VA  Federal  State Council of Higher Education for Virginia	PAC	Association of Christian Schools International	www.acsi.org
EDUCATION  Ity College Certificates and Degrees  Virginia Community College System  National Child Care Information Center  Ind Consumer Sciences Classes (ECE)  VA Dept. of Education High School ECE I & II  State Council of Higher Education for VA  Child Care Exchange  Folderal  I Care Provider Scholarship Program  VA Dept. of Social Services  Federal  State Council of Higher Education for Virginia	PS1, PS2	International Academy of Private Education	www.iapeservices.org
nity College Certificates and Degrees I Learning* National Child Care Information Center Indication Degrees Ind Consumer Sciences Classes (ECE) Ind Consumer Sciences Classes (ECE) Indication Degrees State Council of Higher Education for VA State Council of Higher Education for VA Child Care Exchange  FINANCIAL AID Form Federal State S		EDUCATION	
Independent of Education Center and Consumer Sciences Classes (ECE)  Ind Consumer Sciences Classes (ECE)  State Council of Higher Education for VA State Council of Higher Education for VA Child Care Exchange  Child Care Exchange  Folial Care Folial Care Exchange	Community College Certificates and Degrees	Virginia Community College System	www.vccs.edu or http://myfuture.vccs.edu/earlychildhood
Ind Consumer Sciences Classes (ECE)  State Council of Higher Education for VA Segreed ECE  Child Care Exchange  Child Care Exchange  FINANCIAL AID  I Care Provider Scholarship Program  VA Dept. of Social Services Federal State  State Council of Higher Education for VA  Financial  State Council of Higher Education for Virginia	Distance Learning*		nccic.acf.hhs.gov/poptopics/statedistlearning.html
State Council of Higher Education for VA Degreed ECE Child Care Exchange FINANCIAL AID Care Provider Scholarship Program VA Dept. of Social Services Federal State State Council of Higher Education for Virginia	Family and Consumer Sciences Classes (ECE)	_	www.cteresource.org/verso2/search
Pegreed ECE  Child Care Exchange  FINANCIAL AID  I Care Provider Scholarship Program  VA Dept. of Social Services Federal State  State  State Council of Higher Education for Virginia	Higher Education Degrees	State Council of Higher Education for VA	www.schev.edu
Care Provider Scholarship Program   VA Dept. of Social Services   Federal   State	Online Degreed ECE	Child Care Exchange	www.childcareexchange.com
I Care Provider Scholarship Program VA Dept. of Social Services Federal State State Council of Higher Education for Virginia			Qi
Federal State State Council of Higher Education for Virginia	VA Child Care Provider Scholarship Program	of Social	www.dss.virginia.gov/family/cc/professionals_resources.cgi
State State Council of Higher Education for Virginia	Various	Federal	studentaid.ed.gov/PORTALSWebApp/students/english/index.jsp
	Various	Council of H	www.virginia.gov/cmsportal3/education_4096/for_students_4101/financial_aid.html www.schev.edu/students/Pavforcollege asp
			www.soriov.cdaloadoriasi ayiologicasp

<sup>\*</sup> Distance Learning programs 1) must meet VDSS Criteria for Provider Training (www.dss.virginia.gov/family/cc/professionals\_resources.cg/) to qualify for clock hours of training credit, and 2) may not fully meet VDSS Program Director qualification requirements as stated in 22 VAC 15-30-230 A 4 b. Virginia Regional Licensing Office personnel can assist providers in this determination.
\*\* Program Directors - contact your VDSS licensing inspector to determine whether the credentials issued by these organizations meet the "child development credential" requirements as stated in Standards for Licensed Child Day Centers (22 VAC 15-30-230 A 4 b).
Inclusion of training, education and professional organizations is for informational purposes only and does not imply endorsement of any program contained herein.